



Mining charter scorecard 2013



Mining charter scorecard

SCOPE OF SUPPLEMENTAL INFORMATION

The supplemental information on our website supplements the integrated annual report and covers the financial year from 1 July 2012 to 30 June 2013 (FY13). It follows a standalone but similarly comprehensive report for FY12. In line with its commitment to the principle of integrated reporting, Harmony Gold Mining Company Limited (Harmony) has again incorporated its broader social, environmental and economic performance throughout this report in line with the requirements of the King Report on Governance for South Africa (King III).

The aim of this information is to give all our stakeholders – shareholders, investors, employees, suppliers, regulatory authorities and governments around the world – an informative description of Harmony's business and operations, their impacts and the sustainable value we create.

The integrated annual report and supplemental information cover all Harmony's wholly owned operations in South Africa, as well as its joint venture in Papua New Guinea (PNG). They exclude discontinued operations, unless otherwise stated.

This data has been compiled in accordance with the G3 guidelines of the Global Reporting Initiative (GRI) and King III. Operational and financial information covers FY13 with comparative annual data provided for information. Financial data is aligned with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board, the South African Companies Act, No 71 of 2008 (the act) and the Listings Requirements of the JSE Limited (JSE).

Any material restatements and changes are fully described in the relevant sections or at the beginning of the integrated annual report if their impact is company-wide.

Group material issues are disclosed in the integrated annual report, while discipline-specific issues precede each section in the supplemental information.

Harmony is committed to accurate, meaningful reporting. Acknowledging that this is a process of continual improvement, key sustainability indicators are externally assured each year, while preparatory work is completed on other indicators to ensure we steadily expand the scope of assurance. The report of our external assurers is on page 86 of the integrated annual report.

Detailed disclosure on Harmony, including regulatory filings, press releases, stock exchange announcements and quarterly reports, is available on our website at www.harmony.co.za.



FEEDBACK

We welcome your feedback to ensure we report on issues that matter to you. Go to www.harmony.co.za for the feedback form.

Specific comments and suggestions can also be directed to:

Riana Bisschoff

Company secretary

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Throughout this report, unless otherwise stated:

- \$ or dollar refers to US dollars
- K refers to the currency of Papua New Guinea (kina)
- All production volumes are in metric tonnes (t)

For a full glossary of terms and acronyms please see our supplemental information suite at

www.harmony.co.za/investors

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Element	Description	Measure	
Reporting	Report on the level of compliance with the charter for the calendar year	Documentary proof of receipt from the department	
Ownership	Minimum target for effective HDSA ownership	Meaningful economic participation Full shareholder rights	
Housing and living conditions	Conversion and upgrading hostels to attain the occupancy rate of one person per room	Percentage reduction of occupancy rate towards 2014 target	
	Conversion and upgrading hostels into family units	Percentage conversion of hostels into family units	
Procurement and enterprise development	Procurement spent on BEE entity	Capital goods	
		Services	
		Consumable goods	
	Multi-national suppliers' contribution to the social fund	Annual spend on procurement from multi-national suppliers	
Employment equity	Diversification of the workplace to reflect the country's demographics to attain competitiveness	Top management (board) Senior management Middle management Junior management Core and critical skills	
Human resources development	Developing requisite skills, including support for South Africa-based research and development initiatives intended to develop solutions in exploration, mining, processing, technology mining, beneficiation as well as environmental conservation	Human resources development expenditure as a percentage of total annual payroll (excluding mandatory skills development levy)	
Mine community development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis	Implement approved community projects	
Sustainable development and growth	Improvement of the industry's environmental management	Implement approved environmental management programmes (EMPs)	
	Improvement of the industry's mine health and safety performance	Implementation of tripartite action plan on health and safety	
	Utilisation of South Africa-based research facilities for analysis of samples across the mining value	Percentage of samples in South African facilities	
Beneficiation	Contribution towards beneficiation	Added production volume contribution to local value addition beyond the baseline	

* Reported for the 2012 calendar year

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		Progress	
Compliance target by 2014	Compliance target 2013	Actual 2013	
Annually	Annually	Submitted in March 2013 for the 2012 calendar year.	
26%	26%	28%	
26%	26%	28%	
Occupancy rate of one person per room	Hostels Harmony is making progress, however, we have not met our targets.		
Family units established by 2014	Housing Harmony facilitates home ownership by donating land, funding infrastructure and services, and monitoring construction of housing units in mixed-use developments (ie retail, residential and community infrastructure). See supplementary information on our people for progress towards housing targets at June 2013.		
40%	30%	45%	
70%	60%	41%	
50%	40%	42%	
	See supplementary information on working with our communities for Harmony's progress at June 2013		
0.5%	With the regulatory definition of a multi-national supplier now established, we have suppliers on the enterprise resource planning system for reporting purposes. Because there is currently no appropriate legislative vehicle to house the contributions of our multi-national suppliers, we registered a trust for this purpose post-year-end, meaning Harmony does not yet comply with this aspect. See supplementary information on working with communities for Harmony's progress.		
40%	35%	45%	
40%	35%	43%	
40%	40%	44%	
40%	40%	46%	
40%	35%	55%	
5%	4.5%	4%	
1% of profit after tax		2.2% of net profit after tax. Social and labour plans (SLPs) are in place for each of Harmony's mining rights. New SLPs for each mining right spanning 2013 – 2017 have been submitted for approval. See supplementary information on working with our communities for Harmony's key projects.	
100%	EMPs for each operation have been approved and Harmony conducts EMP performance assessments every two years. Integrated ISO 14001 and OHSAS 18000 certification now in place at 70% of our operations, ensuring compliance with licence conditions and best practices. Implementation at remaining operations is ongoing.		
100%	Safety management and performance targets have been set and integrated into performance parameters at each operation. Meeting certain industry milestones remains a challenge for Harmony. See supplementary information on health and safety for Harmony's progress.		
100%	Environmental monitoring at South African laboratories	100%	
Section 26 of MRPDA (% above baseline)	See supplementary information on working with our communities for Harmony driven beneficiation initiatives.		

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Measure	Achievement current year	Targets			
		2011	2012	2013	2014
7.1 Implementation of culture transformation framework	60%	N/A	50%	75%	100%

- The gap analysis between Harmony's systems/programmes and the minimum standards and activities contained in the culture transformation framework was completed during the year, along with required adjustments to our systems/programmes.

Measure	Achievement current year	Targets			
		2011	2012	2013	2014
7.2 Percentage of employees embarking on OHS representative training	6.9%	2%	4%	6%	8% (= 40 000 for industry)

- In 2012 Harmony trained 381 occupational health and safety representatives. Since January 2009, the company has trained over 2 390 OHS representatives.

Measure	Achievement current year	Targets			
		2011	2012	2013	2014
7.3 Percentage of leading practices from MOSH learning hub investigated for implementation	100%	100%	100%	100%	100%

- Harmony adopted Entry Examination and Making Safe (FOG) and Netting and Bolting (FOG) at all its underground mines.
- Harmony adopted the use of Noise Clippers as personalised hearing protection. Training in the use of the PHPD takes place on issue and annually during the refresher training. Harmony implemented this leading practice before the Chamber of Mines Learning Hub identified it as a leading practice.
- Footwall and sidewall treatment, fogger sprays and proximity detection systems have been adopted by Harmony mines.

Measure	Achievement current year	Targets			
		2011	2012	2013	2014
7.4 Percentage of research findings from the MHSC investigated for implementation	100%	100%	100%	100%	100%

- Harmony investigated several research findings using tools developed by the Chamber of Mines, including a risk-based approach to enhancing support systems in Bushveld Complex underground mines; NIHL and silicosis audit tool; and thermal stress.

Measure	Achievement current year	Targets			
		2011	2012	2013	2014
7.5 Percentage of mandatory occupational health reports submitted	100%	100%	100%	100%	100%

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Mandatory reports	Submitted (Yes/No)
Medical reports	
• Annual medical reports	Yes
Hygiene reports	
• Airborne particulate exposure	Yes
• Personal noise exposure	Yes
• Thermal stress	Yes

Measure	Achievement current year	Targets			
		2011	2012	2013	2014
7.6 Adherence to HIV/Aids and TB guidelines	Yes	Yes	Yes	Yes	Yes

Company TB guidelines should be compliant to:	Signed off TB policy? (Yes/No)	Date TB policy signed	Annual TB programme reviews? (Yes/No)	Date review done
1. NTBCP	Yes	February 2012	Yes	November 2011
2. DMR TB Guidance Note	Yes	February 2012	Yes	November 2011

HIV guideline should be compliant to:	Signed off HIV policy? (Yes/No)	Date HIV policy signed	Report on HCT uptake report? (Yes/No)	Report submitted to COM (Yes/No)
1. HIV/Aids National Guidelines	Yes	February 2012	Yes	No

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DIRECTORATE AND ADMINISTRATION

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GP Briggs (chief executive officer)
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FFT De Buck*^ (lead independent director)
JA Chissano*1^
KV Dicks*^
Dr DS Lushaba*^
KT Nondumo*^
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C Markus*^
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JSE Limited: HAR
New York Stock Exchange, Inc: HMY
Euronext, Brussels: HMY
Berlin Stock Exchange: HAM1
Registration number: 1950/038232/06
Incorporated in the Republic of South Africa
ISIN: ZAE 000015228

FORWARD-LOOKING STATEMENTS

Private Securities Litigation Reform Act

Safe Harbour Statement

This report contains "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and 21E of the Securities Exchange Act of 1934, as amended, that are intended to be covered by the safe harbour created by such sections. These statements may be identified by words such as "expects", "looks forward to", "anticipates", "intends", "believes", "seeks", "estimates", "will", "project" or words of similar meaning. All statements other than those of historical facts included in this report are forward-looking statements, including, without limitation, (i) estimates of future earnings, and the sensitivity of earnings to the gold and other metals prices; (ii) estimates of future gold and other metals production and sales, (iii) estimates of future cash costs; (iv) estimates of future cash flows, and the sensitivity of cash flows to the gold and other metals prices; (v) statements regarding future debt repayments; (vi) estimates of future capital expenditures; and (vii) estimates of reserves, and statements regarding future exploration results and the replacement of reserves. Where the Company expresses or implies an expectation or belief as to future events or results, such expectation or belief is expressed in good faith and believed to have a reasonable basis. However, forward-looking statements are subject to risks, uncertainties and other factors, which could cause actual results to differ materially from future results expressed, projected or implied by such forward-looking statements. Such risks include, but are not limited to, gold and other metals price volatility, currency fluctuations, increased production costs and variances in ore grade or recovery rates from those assumed in mining plans, project cost overruns, as well as political, economic and operational risks in the countries in which we operate and governmental regulation and judicial outcomes. For a more detailed discussion of such risks and other factors (such as availability of credit or other sources of financing), see the Company's latest Annual Report on Form 20-F which is on file with the Securities and Exchange Commission, as well as the Company's other SEC filings. The Company does not undertake any obligation to release publicly any revisions to any "forward-looking statement" to reflect events or circumstances after the date of this report, or to reflect the occurrence of unanticipated events, except as may be required under applicable securities laws.



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